

**EXHIBIT 140 TO
HARVEY DECLARATION
REDACTED VERSION**

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Internal Offers Training

Frank Czajka
Danielle Lammi

3/29/2005 5:43:48 PM

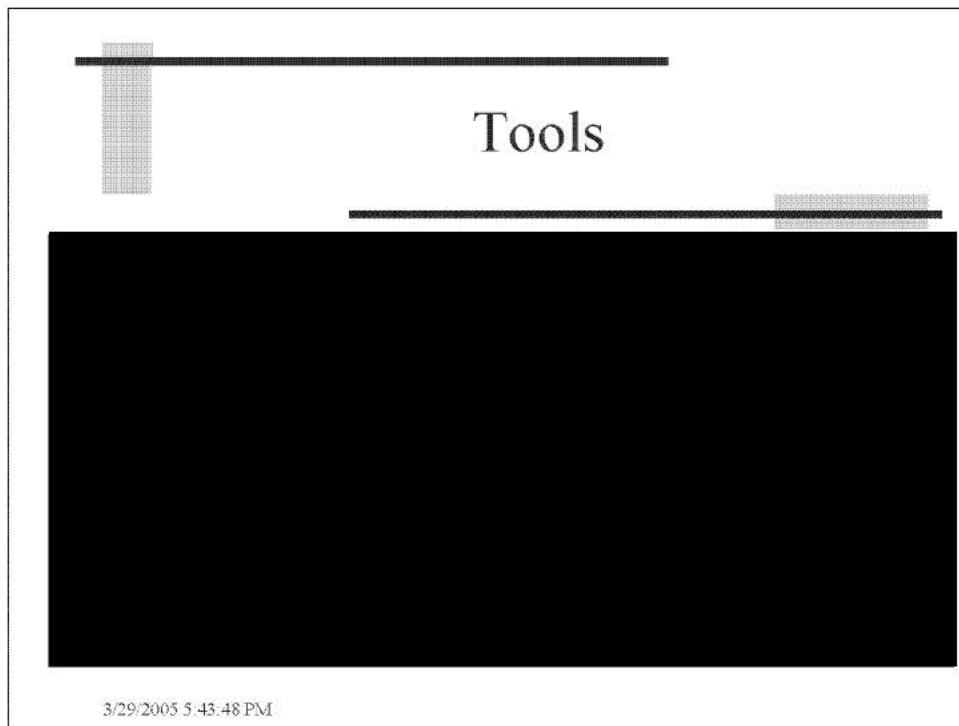
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Agenda

- ◆ Tools
- ◆ SLA
- ◆ Req Validation
- ◆ Lateral Offers
- ◆ Internal Equity
- ◆ Laterals w/adjustments
- ◆ Promotions
- ◆ Field to Factory
- ◆ Non-exempt Site-to-Site transfers
- ◆ Relocation
- ◆ Queries
- ◆ Templates

3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM



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3/29/2005 5:43:48 PM

Service Level Agreement



3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

Requisition Validation



3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

Lateral Offers



3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

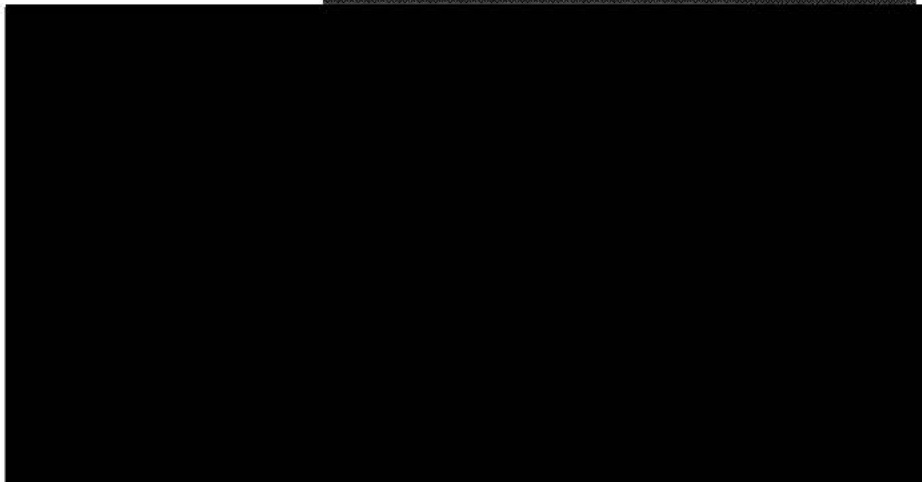
Internal Equity

- ◆ Need to consider internal equity whenever an offer requires salary adjustment
- ◆ Run IOFF01- Internal Equity Report or use Equity report in offer tool
- ◆ Compare site, time in grade, education
- ◆ Compare to salary scales for grade

3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

Laterals w/adjustments



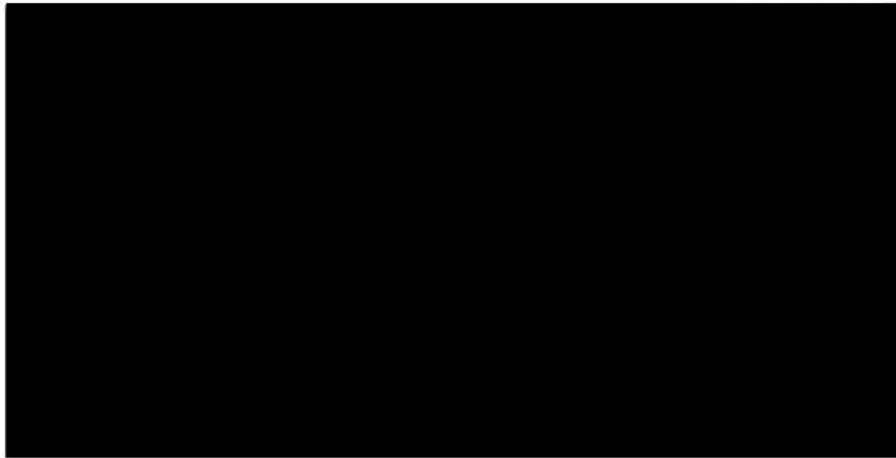
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3/29/2005 5:43:48 PM

Factory/ Field Offers



3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

Field/Factory Grades Equivalents

Factory Grades	Field Grades
3	80
5	81
6	82
7	83
8	84
9	85/86
10	87
11	88

3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

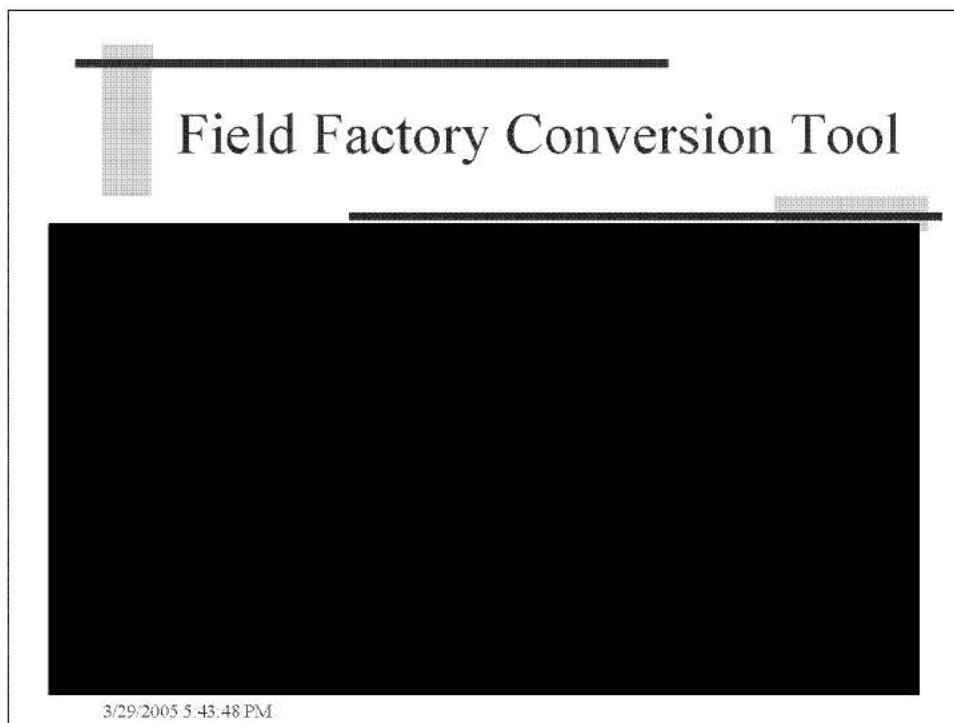
Field/Factory Conversion Tool



Microsoft Excel
Worksheet

3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM



3/29/2005 5:43:48 PM

Non-Exempt Site to Site



3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM



3/29/2005 5:43:48 PM

Relocation Specialists

US Domestic Assignments, US Domestic 1-way, ILH into US:

♦ [REDACTED] - Employees with last name A-P
(except Fab 12 seed assignment)

[REDACTED] - Employees with last name Q-Z
(except Fab 12/22)

Fab 12 Seed US Domestic Assignments

[REDACTED]

Fab 22 Ramp 1-way US moves

[REDACTED]

3/29/2005 5:43:48 PM

3/29/2005 5:43:48 PM

Queries

3/29/2005 5:43:48 PM

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